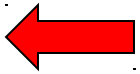
CAREER BRIEF

ENLISTED CAREER COUNSELING AND PERFORMANCE EVALUATION UNIT

MMEA-64

HEADQUARTERS, MARINE CORPS

MMEA-6 OUR HIGHER...

- REENLISTMENTS/EXTENSIONS (MCO-P1040.31)
- FTAP (BOATSPACES)
- LATERAL MOVES (MCO-1220.5)
- CAREER PLANNING
- CAREER COUNSELING AND PERFORMANCE EVALUATION  THIS IS US!

ON RETENTION...

- REENLISTMENTS AND EXTENSIONS
  - TOTAL FORCE RETENTION SYSTEM
    - ✔24-48 HOURS NORMAL ROUTE
    - ✔HARD DRAW CASE CODES
  - ADVERSE CURRENT CONTRACT
    - ✔INCLUDE PG 11/12 TO EXPEDITE
  - MASTER BRIEF SHEET
    - ✔CHECK FOR POSSIBLE DATE GAPS (WILL NOT REENLIST WITH ONE)
  - COMMAND ENDORSEMENTS

ON RETENTION...

- FTAP (BOATSPACES)
  - CAREER PLANNER INTERVIEWS
  - BOAT SPACES (OPEN/RESTR/CLOSED)
  - ZERO DEFECTS
    - ✔ FY-98, 90% CAREER MARINES, 46% CAREERIST WITH NJP REQUESTING WERE APPROVED!
    - ✔ CORE VALUE VIOLATIONS ARE HARDER TO RECOVER FROM
  - AUTHORITY REVOCATION
    - ✔ 10-15 DAYS
    - ✔ 1000 BOAT SPACES TURNED IN YEARLY!

ON RETENTION…

- LATERAL MOVES
  - IMPACT ON CAREERISTS
  - INSURE MARINES ARE PREPARING EARLY
    - ✔MOS MANUAL
    - ✔GCT SCORES, INTERVIEWS ETC…
  - HAVE MARINE SUBMIT THREE CHOICES
    - ✔FIRST CHOICE IS NOT GUARANTEE
    - ✔SUBMITTING THREE CHOICES WILL REDUCE DELAYS

ON RETENTION...

- CAREER PLANNERS
  - USE THEM! THEY ARE LIASONS BETWEEN HQMC & FMF
  - SCREEN FOR FUTURE CAREER PLANNERS IN HOUSE
  - SUPPORT THE "GROW YOUR OWN CONCEPT"

CONTACTING US...

- CHIEF COUNSELOR — MSGT BAKER
- CAREER COUNSELOR — GYSGT PADILLA
- CAREER COUNSELOR — GYSGT LUND
- CAREER COUNSELOR — GYSGT MOYES
- CLERK — LCPL VOGEL

DSN	278-9241/2/3/4
COMMERCIAL	(703) 784-9241/2/3/4
TOLL FREE CONUS	1-800-833-2320
WEB SITE E-MAIL	ACCESS FROM WWW.USMC.MIL

WHO DO WE COUNSEL AND WHEN IS IT BEST TO CALL...

- ALL REGULAR ENLISTED CAREER MARINES (SGT - MGYSGT/SGTMAJ)
- BEST TO CALL US TWO YEARS PRIOR TO ENTERING THE IN-ZONE
  - GOOD TO CALL US BEFORE MAKING CAREER DECISIONS SUCH AS...
    - ✔ LATERAL MOVES
    - ✔ COMMISSIONING PROGRAMS
    - ✔ MAKING DUTY STATION CHOICES
- LEAST PREFERRED TO CALL US AFTER FAILING SELECTION

WHY SHOULD YOU CALL US…

- HELP YOU TAKE CARE OF YOUR MARINES BETTER, WE ARE YOUR SUPPORTING ARM
- STAY AHEAD OF YOUR PEERS, WE KNOW WHAT YOUR COMPETITION IS DOING
- COUNSELORS STAY UP TO DATE ON ALL PROMOTION/RETENTION ISSUES, ELIMINATE RUMOR CONTROL

WHAT WE CAN DO FOR YOU…

- DURING COUNSELING, WE ADVISE ON…
  - INDIVIDUAL COMPETITIVENESS
  - REVIEW YOUR CAREER PROGRESSION
  - DISCUSS HOW TO SHOW IMPROVEMENT IN PERFORMANCE
  - DO AN ADMINISTRATIVE SCREENING OF YOUR RECORD

WHAT WE LOOK AT…

- MARINE CORPS TOTAL FORCE SYSTEM (MCTFS/3270)
  - QUALIFICATIONS ARE COMPETITIVE AND CURRENT
    - ✔PFT
    - ✔RIFLE / PISTOL
    - ✔REQUIRED AND EXTRA PME

WHAT WE LOOK AT…

- **MASTER BRIEF SHEETS (OLD AND NEW)**
  - **HEADER DATA (NEW)**
  - **DATE GAPS (45+OLD/31+NEW)**
  - **DUTY ASSIGNMENTS (OLD/NEW)**
  - **SCHOOLS**
  - **CAREER PROGRESSION**
  - **PERFORMANCE MARKINGS (OLD/NEW)**
  - **REPORT SUMMARY (NEW)**
  - **PROMOTION RECOMMENDATIONS (NEW)**
  - **RO CONCURRENCE (OLD/NEW)**

NAME	ID NO.	GRADE	RANK DESCR	DOR	COMP	LINEAL NO	PMOS	AMOS AMOS	GT/GCT	PERM GRADE	PERM DOR
		E7	GYSGT	1AUG95	USMC			8511	115-1	GYSGT	1AUG95

DOB	ORIG ENT AF	PEBD	AF ACDU BD	AC NAV BD	ACC 1ST COMM	DOR 1ST COM	DOR 1ST LDO	DSG PILOT	CUR ACDU BD	SD	EAS	DCTB	OSCD	CNTRCT/LEG AGREEMENT
	7APR81	7APR81	27DEC81						27DEC81		18J UL98	11SEP95	16MAR91	UNKNOWN

DECORATIONS

01 MEDAL OF HONOR
02 NAVY ACHV MEDAL
03 PURPLE HEART
01 NAVY COMM MEDAL

MILITARY EDUCATION

			YR.
DRILL INSTRUCTOR	87	SNCO CAREER NONRES	87
SNCO CAREER	90	SNCO ADVANCED NON	93
SNCO ADVANCED COUR	95		

CIVILIAN EDUCATION

12TH GRADE
HIGH SCHOOL DIPLOMA
UNKNOWN

LANGUAGES

UNKNOWN

SPI

INFO

DES

DATE:

PAGE
OF

MONITORED COMMAND ORGANIZATION/SCHOOL	DUTY ASSIGNMENT GRADE CBT/JS DMOS	OCC MO	BEGIN DATE END DATE	PERFORMANCE RD AD AM HO HE TP TH	QUALITIES EN PA MP AD CO IN JD PM FO LD LY PR EC GR	NO	U	BA		A		AA		E		O		CAD OQF
3D SUPPORT BN 3D FSSG LANDING SUPPORT EQUIP COMP	ENG EQUIPMENT OPR GYSGT N 1345	CH 4	930601 930923	O O O O O O O O	O O O O O O O O O O O O O O O O O O O												P	D
CSSD-35	HEAVY EQUIP OPER GYSGT N 1345	TD 3	930923 931227	E N O N O O N	E A O O E E O O E A O O E E A A	1								1	X 1 1	2	P	F
CSSG-1 COMBAT SERVICE SUPPORT DET	EQUIP FOREMAN GYSGT N 1345	GC 6	940625 950109	B N O N B B N A A A	N E B A U A U N A U U A A B A V V A V V A			X 1						1	2	U		Y DU5

CAD
OQF
COMMENDATORY
ADVERSE
DISCIPLINARY ACTION
OBSERVATION: "D" "F" "I"

P1610.7D
APPENDIX J

QUALIFIED FOR PROMOTION: "U" "N"
FOR HQMC USE ONLY: "*" "R" "C" "X" "@" "N" "$"

NAME	ID NO	GRADE	RANK DESCRIPTION	DOR	COMP	LINEAL NO.	PMOS	AMOS	AMOS	GT/GCT	PERM GR	PERM DOR
MARINE JOE A	123456789	E8	MSGT	19941101	USMC		0193	8411		136-1	MSGT	19941101

DOB	ORIG ENT AF	PEBD	AF ACDU BD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	CURR ACDU BD	SD	EAS	DCTB	OSCD	CONTRACT/LEGAL AGREEMENT
19561021	19751205	19751205	19751230	0				0	19751230		20000410	19970526		

DECORATIONS		MILITARY EDUCATION					
01 NAM		BASIC ADMIN CLK	76	ADMIN CHIEF SCOL	83		
		RECRUITER'S SCOL	85	SNCO CAREER	85		
		MILITARY J USTICE	89	1STSGT/MSGT SEM	96		
		SNCO ADVANCE CRS	93				

CIVILIAN EDUCATION

12TH GRADE
HIGH SCHOOL DIPLOMA

LANGUAGES

SPL

INFO

PAGE
OF

MONITORED COMMAND ORGANIZAION/SCHOOL REPORTING SENIOR	DUTY ASSIGNMENT GRADE TYPE DUTY BILMOS REVIEWING OFFICER	OCC	BEGIN DATE END DATE	MISSION		CHARACTER			LEADERSHIP					INTELLECT			EVAL RESP	PROMOTION				REPORT SUMMARY							
				PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD		Y	N	NA	ACC	COM	ADV	#RPTS @ PROC	REL VAL @ PROC	#RPTS CUM	REL VAL CUM	RO CONCURS Y	RO CONCURS N
MALS 14 MAG 14 MALS FIXED WING	ADMIN NCOIC MSGT N 0193	TD	19970526 19971130	C	C	B	B	C	C	B	C	C	B	B	B	C	H	X						14	+4.60	17	+6.00	X	
CWO WRENCH	CAPT COUNTEM																												
TECG III MEF	ADMIN LIASON MSGT N 0193	FD	19971201 19980328	C	C	C	H	C	C	H	C	H	B	H	C	C	H	X						8	-0.24	8	-0.24	X	
CWO3 HAMMER	MAJ BOXIT																												
MALS 14 MAG 14 MALS FIXED WING	ADMIN NCOIC MSGT N 0193	AN	19980329 19981031	D	D	C	C	E	C	D	D	D	D	D	C	C	H	X				X		11	-6.30	16	-8.11	X	
CWO3 SOCKET	CAPT NUKEM																												
MALS 14 MAG 14 MALS FIXED WING	ADMIN NCOIC MSGT N 0193	CH	19981101 19990426	B	B	C	B	B	C	B	B	C	B	B	C	B	H	X				X		1	0	1	0	X	
CAPT NUKEM	MAJ HARDCASTLE																												

WHAT WE LOOK AT…

- OMPF (IF WE ORDER)
  - REQUIRED AND/OR ADDITIONAL COMMENTS SECTION (OLD/NEW)
  - REVIEWING OFFICER COMMENTS
  - BREAKOUT (OLD)
  - PFT - HT/WT/BF CONSISTENCY

ENLISTED CAREER FORCE CONTROLS

- **SERVICE LIMITS…**
  - **SGT 13 YOS EAS IF 2P**
  - **SSGT 20 YOS NO 2P, NMT 20 SVC**
  - **GYSGT 22 YOS NMT 20 YRS IF 2P**
  - **1STSGT/MSGT 27 YOS NMT 22 IF 2P**
  - **SGTMAJ/MGYSGT 30 YOS**

FINE PRINT

PROVIDING THE MARINE HAS NEVER FAILED SELECTION AND IS MAINTAINING HIGH STANDARDS

READ ECFC MARADMIN 049/98 FOR FULL DETAILS

ENLISTED CAREER FORCE CONTROLS

- **PROMOTION TEMPOS TO …**
  - **SGT** — **4.5 YRS**
  - **SSGT** — **8 YRS**
  - **GYSGT** — **12 YRS**
  - **1STSGT/MSGT** — **17 YRS**
  - **SGTMAJ/MGYSGT** — **22 YRS**

WE ARE GETTING THERE!!!

The Marine Corps of the 21st Century

PROFESSIONAL MILITARY EDUCATION (PME)...

- ALMAR 26-96...

  CLEARLY STATES A MARINE WHO DOES NOT COMPLETE THE REQUIRED PME WILL NOT BE SELECTED FOR PROMOTION AND ULTIMATELY WILL BE REQUIRED TO SEPARATE UNDER THE ENLISTED CAREER FORCE CONTROLS

PROFESSIONAL MILITARY EDUCATION (PME)...

- **ALMAR 339 - 96...**

  CLEARLY STATES THE ENLISTED PME REQUIREMENT WHICH MARINES (SGT-GYSGT) WHO ARE ELIGIBLE FOR SELECTION, MUST COMPLETE PRIOR TO THE CONVENING DATE OF THEIR RESPECTIVE PROMOTION BOARD.

B-BILLETS & SPECIAL DUTY

- **B-BILLETS**
  - ANY BILLET OUTSIDE YOUR P/MOS
  - ANY MOS FROM 8000-9998
  - ONLY FOUR B-BILLETS ARE SDA'S
- **SPECIAL DUTY ASSIGNMENT**
  - RECRUITING
  - DRILL INSTRUCTOR
  - MARINE SECURITY GUARD
  - MARINE CORPS SECURITY FORCES

THE PROMOTION ZONES

- **BELOW ZONE - PROJECTED TO BE IN ZONE NEXT YEAR**
- **IN ZONE - PRIMARY ZONE FOR PROMOTION BASED ON DOR AND AFADBD**
- **ABOVE ZONE - PREVIOUSLY SEEN IN THE IN ZONE**

HOW THE ZONES ARE READ…

JUNIOR DOR	AFADBD
960801	840724
961201	N/A
961202	N/A

IF YOU GOT PROMOTED BEFORE THIS DATE, YOU ARE IN THIS ZONE!

IF YOU HAVE THIS EXACT JDOR,THEN….

YOU NEED TO HAVE JOINED THE CORPS ON OR BEFORE THIS DATE TO BE IN THIS ZONE!

PROMOTION MARADMINS...

- 1st MARADMIN IS PUBLISHED

  60 DAYS PRIOR TO THE BOARD

  - INITIAL ZONES
  - SUPPLEMENTAL INFORMATION

- 2nd MARADMIN IS PUBLISHED

  30 DAYS PRIOR TO THE BOARD

  - CHANGES TO INITIAL ZONES

- 3rd MARADMIN IS PUBLISHED

  AFTER THE BOARD LETS OUT

  - SELECTION LIST
  - FINAL CHANGES TO ZONES

WHAT THE BOARD LOOKS AT…

- PHOTOGRAPH
  - CERTIFICATION
  - APPEARANCE
  - HT/WT
- MARINE CORPS TOTAL FORCE SYSTEM (MCTFS/3270)
- ADDITIONAL ROSTERS
  - PROFESSIONAL MILITARY EDUCATION
  - WEIGHT CONTROL
  - MILITARY APPEARANCE
  - NON-JUDICIAL PUNISHMENT (NJP)

…WHAT THE BOARD LOOKS AT

- MASTER BRIEF SHEET… (Continued)
  - AREAS OF CONCERN (OLD/NEW)
  - VALUE AND DISTRIBUTION (OLD)

…WHAT THE BOARD LOOKS AT

- OMPF (P, S, C, FICHES)
  - REQUIRED AND/OR ADDITIONAL COMMENTS (SECTION C-OLD/I-NEW)
  - PEER BREAKOUT (OLD)
  - REVIEWING OFFICER COMMENTS
- SPECIAL DUTY ASSIGNMENTS
  - COMPLETE SUCCESSFUL TOUR
  - PERFORMANCE: B/D/A

SHORT FUSE SCREENING…

- MCTFS (3270)
  - INDIVIDUAL QUALIFICATIONS CURRENT
  - AWARDS
  - REQUIRED AND ADDITIONAL PME
- MASTER BRIEF SHEETS
  - POSSIBLE DATE GAPS (45+OLD/31+NEW)
  - LATEST FITNESS REPORT PRESENT
- PHOTO
  - LETTER OF TRANSMITTAL IS VERIFICATION
- READ THE FULL MARADMIN!!!

BOTTOM LINE…

- YOU ARE RESPONSIBLE FOR YOUR CAREER TRACK AND CHOICES
- YOU ARE RESPONSIBLE FOR THE ACCURACY OF YOUR OFFICIAL RECORD
- YOUR OVERALL PERFORMANCE IS WHAT IS MOST IMPORTANT
- BEST TO CALL CAREER COUNSELORS TWO YEARS BEFORE PROJECTING IN ZONE

YOUR CAREER,
IS WHAT YOU MAKE OF IT

MAKE IT LESS COMPETITIVE!!!

MAKE IT VERY COMPETITIVE!!!

Questions?